

# Human Rights Statement

As a business with global presence, Lundbeck recognizes that we can have both positive and adverse impacts on people and environment throughout our value chain. Lundbeck has a long tradition of including business ethics in the way we work.

## Respecting Human Rights

Lundbeck's commitment to respect human rights is based on the Universal Declaration of Human Rights (UNDHR), the International Covenant on Civil and Political Rights (ICCPR) and its second optional protocol, the International Covenant on Economic, Social and Cultural Rights (ICESCR), Core international human rights instruments as defined by the Office of the High Commissioner for Human Rights (OHCHR), and the fundamental ILO conventions.

Lundbeck's framework for respecting human rights is based on the UN Guiding Principles, the OECD Guidelines for Multinational Enterprises, the UN Global Compact Principles, and on our commitment to support specific Sustainable Development Goals (SDG) and subsequent SDG targets.

Our commitment to respect human rights includes our own operations globally, collaborations with external parties throughout our global value chain. This work is anchored with our Corporate Compliance and Sustainability department, who work closely with all parts of the company to assess and address any adverse impacts.

## Due diligence

Our actions to identify, assess and address current or potential adverse human rights impacts takes different forms operationally depending on subject area and impact. The subject matter expertise is anchored in our Corporate Compliance & Sustainability Department, who develop, coordinate, and apply our human rights commitment to our daily operations in the corporate business ethics due diligence process.

Due diligence screenings are a combination of online searches in databases, public registries and open source tools. We also perform environmental and social audits in high risk countries in our supply chain.

## Reporting concerns

Lundbeck has established a Compliance Hotline. The Compliance Hotline is a secure and confidential reporting channel managed by an independent provider, which ensures that internal and external to report legal or other serious concerns, which also includes concerns with regards to human rights.

Concerns involving personal or organisational conflict which cannot be solved through dialogue with management or HR. e.g. dismissals or warnings or/ and cases related to mental health and working environment or conflicts in relation to personal development can be addressed to Lundbeck's Ombudsman.

Any person within our outside Lundbeck, who do not wish to (or are not able to) use the above grievance mechanisms are encouraged to send/report a concern or adverse impact by:

E-mail to [compliance@lundbeck.com](mailto:compliance@lundbeck.com), or regular post: *H. Lundbeck A/S, ATT: Corp. Compliance and Sustainability, Ottiliavej 9, DK-2500 Valby, DENMARK.*